

Benefits

Specialized Peace Officer

Union Code	SPO
Representation	SEBA
Contract Date	2008-2011
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Benefit Plan \$ Hired BEFORE January 28, 1989	\$125.00
Medical Premium Subsidies (MPS) Hired BEFORE January 28, 1989	Effective July 16, 2011 Employee Only \$36.75 Employee + 1 \$220.66 Employee + 2 \$348.70
Medical Premium Subsidies (MPS) Hired AFTER January 28, 1989	Effective July 16, 2011 Employee Only \$161.75 Employee + 1 \$345.66 Employee + 2 \$473.70
Medical Opt-Out	\$25.00
Medical Waive	\$40.00
Vision	Employee Only
Life - Employer Paid	\$50,000
Voluntary Life	Eligible
Voluntary AD&D	Eligible
Leaves	
Vacation	80-160 hours/year
Sick	3.39 hours/pay period
Holiday	13 + 1 floating
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave
Retirement	
Retirement 7% County Contribution	Hired Before January 27, 2009 or 5 years of continuous Regular County Service
457	Eligible

Other	
Short Term Disability -General	Eligible; 55% up to \$987/week
Long Term Disability	Available through SEBA
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$100/pp, Employee Contribution
Retirement Medical Trust Fund	<p><u>Non-Safety</u> Eligible for County contribution of 0.5% of salary after 1 year of service and 1.0% of salary after 5 years of service</p> <p><u>Safety</u> Eligible for County contribution of 1% of salary</p>
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$3,000 per employee
Qualified Transportation Plan	Pre-tax deductions of up to \$230/month for qualified transportation (commuter) expenses

The County may give you ***Benefit Plan Dollars and/or Premium Subsidies*** to help off-set the cost for your medical premiums

Hired After January 28, 1989

Example #1: A Probation Corrections Officer (full time) elects the Health Net HMO and DeltaCare USA plans with Employee Only coverage.

- \$213.61 (combined cost of premiums)
- \$161.75 (medical premium subsidy)
- \$ 51.86 (out-of-pocket cost)**

Example #2: A Probation Corrections Officer (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$747.56 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$273.86 (out-of-pocket cost)**

Example #3: A Probation Corrections Officer (full time) elects the Health Net HMO and DeltaCare USA plans with Employee + 2 or more coverage.

- \$617.78 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$144.08 (out-of-pocket cost)**

Hired Before January 28, 1989

Example #4: A Probation Corrections Officer (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$747.56 (combined cost of premiums)
- \$125.00 (Benefit Plan Dollars)
- \$348.70 (medical premium subsidy)
- \$273.86 (out-of-pocket cost)**